

# Workforce News

3rd Quarter 2007  
(July/August/Sept)

A quarterly publication of the Department of  
Workforce Services



**Wasatch Front North: Davis, Morgan, Weber**

**jobs.utah.gov**



## Area Population Growing Fast



### Inside:

- ✦ Check out the resources on the DWS Web page
- ✦ All three counties' economies are doing very well.



Contact the author, your regional economist, with any questions on content:

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Since 2000 the Ogden-Clearfield Metropolitan Statistical Area (MSA) grew by 55,000. The MSA consists of Davis, Weber, and Morgan counties. This news comes from the U.S. Census Bureau's release of its annual population estimates for states, MSAs, Micropolitan Statistical Areas, and counties. The Wasatch Front North's three counties grew at a 12.4-percent rate over the six years since 2000. (See the accompanying graph for a look at the population levels in the counties.)

Davis County's growth was the strongest. It accounted for over 37,200 new residents of the total MSA growth of 55,000. Davis accounted for 10.8 percent of total Utah population, yet claimed a slightly larger 11.8

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Find detailed wage information for occupations in Utah: <http://jobs.utah.gov/jsp/wi/utalmis/goto0ccwage.do>

# Area Population Growing Fast

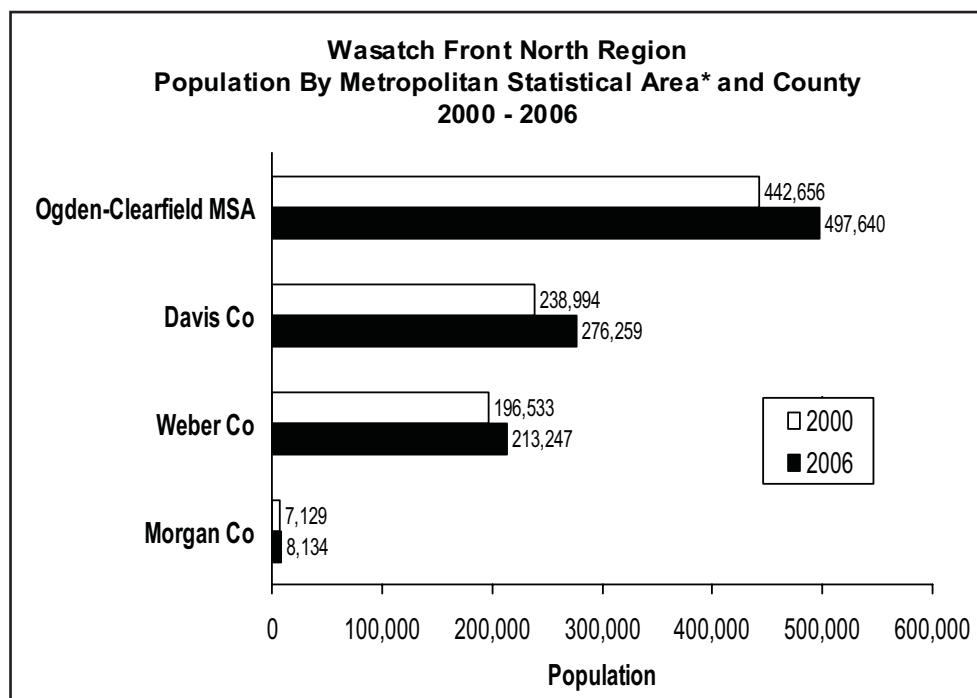
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percent of all new population. The rate of growth in Davis County was 15.6 percent, the highest of the Wasatch Front North Region, surging from 238,000 to 276,200. The state average growth for the 2000-2006 time period was 14.2 percent.

Weber County grew, but not as quickly as Davis County. Some 16,700 new persons increased the county's population from 196,500 in 2000 to 213,200 by 2006. Weber's share of total population in 2006 was 8.5 percent. Its share of new population growth was 5.3 percent.

Morgan County added about 1,000 individuals to its total, raising the count from 7,100 in 2000 to 8,100 in 2006, and almost mirroring the state's growth rate of 14.2 percent.

What is interesting is that between 2000 and 2004, Utah experienced a recession, yet its population continued to grow. Those counties that seemed immune from the vagaries of the recession, like Davis County, enjoyed strong population and job growth. Weber County was heavily impacted by the recession and lost jobs for nearly two years



straight, from mid-2000 through mid-2002. Weber's population continued to grow, albeit slowly, as jobs were lost and some workers, and their families, moved to find work.

The economy and population in the counties of the Wasatch Front North Region are growing at a healthy pace. This is good news as our red-hot economy keeps accelerating. The only shadow on this scene are the continuing reports of a lack of qualified workers to meet the demand.

<http://www.census.gov/Press-Release/www/releases/archives/population/009865.html>

## Check it Out

There's a gold mine of information for businesses on our Employer Resource Center Web page:

<http://jobs.utah.gov/employer/resource/>.

## North Region Business Services News

jobs.utah.gov

## DWS Contacts

## Business Consultants:

## Regional Consultant

Gary W. Kennison (435) 764-2968  
gwkennison@utah.gov

## Brigham City

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## Clearfield

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## Logan

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## Ogden

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## Roy

Rich Mackay (801) 776-7241  
richmackay@utah.gov

## South Davis

Ricki Archibald (801) 298-6633  
rickiarchibald@utah.gov

## Resources

**DOL Wage/Hour Division** 801-524-5706

**Employer Tax Credit** 801-526-9480

**Labor Market Information**  
John T. Mathews - Economist 801 526-9467

**New Hire Reporting** 800-222-2857

**Pre-Layoff Assistance**  
Dawn Lay 801-526-4312

**Unemployment Insurance Information**  
800-222-2857

**Utah Labor Commission** 801-530-6801

## Upcoming Events / Seminars

For information about upcoming DWS seminars and workshops:  
<http://jobs.utah.gov/employer/business/workshops.asp>

## Employer Seminars

**Employee Check List: From Hire to Fire**

**Date:** June 20, 2007

**Time:** 7:30 a.m. to 9:30 a.m.

**Location:** Davis Applied Technology College, Entrepreneurial Center, 550 E. 300 S., Kaysville, UT

**Presenters: Delonnie Call:** Delonnie has over 25 years of experience in the field of human resource management. She has been in leadership positions with leading-edge companies such as IOMEGA, Chromalox and General Electric. She has field experience in a variety of industries and also does consulting for businesses in all aspects that affect employees. Currently Delonnie is the president of Northern Utah Human Resource Association (NUHRA), the local chapter of the Society of Human Resource Management (SHRM). Her extensive knowledge of all employee issues within the workplace makes her one of the leaders in human resource management, and she is often called on to share with other HR professionals throughout the state of Utah.

**Janece Black:** Janece has an Associate Degree in accounting, and a Bachelors Degree in human resource management. She worked for Davis County before moving to Futura Industries as the HR manager where she was instrumental in nominating and receiving the Utah Work/Life Award four consecutive years for Futura. Currently, Janece is the employer relations coordinator for Davis Applied Technology College. She creates class curriculum and teaches employee work/life skills. She also works with employers in a myriad of ways, including assisting with job recruitment and placement.

**To RSVP:** Contact Cory Olson at coryolson@utah.gov or by phone (801) 776-7820 no later than June 15, 2007 to ensure your spot. Space is limited. \$10.00 per person at the door; fee includes breakfast and all seminar materials.

### ***The Americans with Disabilities Act in Plain English: A Practical Guide for Employers***

**Date:** Wednesday, August 15, 2007

**Time:** 7:30 a.m. to 8:00 a.m. Registration, 8:00 a.m. to 9:30 a.m. Presentation

**Location:** Davis Applied Technology College, Entrepreneurial Center, 550 E. 300 S., Kaysville, UT

This presentation will focus on practical tools that you can take back to your workplace and apply regarding the Americans with Disabilities Act. Topics will include:

- A "user-friendly" way to determine if an employee may be disabled.

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## INCUMBENT WORKER TRAINING PROGRAM

The Incumbent Worker Training Program (IWTP) is designed to benefit business and industry by assisting in existing employees' skill development and by increasing employee productivity and company growth. It is expected to result in the creation of new jobs, the retention of jobs that otherwise may have been eliminated, and an increase in wages for the trained workers.

The IWTP is a partnership of the Utah Department of Workforce Services, the State Workforce Investment Board, business and industry. Funding for IWTP comes from the Adult and Dislocated Worker programs under the Workforce Investment Act.

The long-term goal for this initiative is to create an infrastructure that provides training and education to enhance the skills of incumbent workers, increase the wages of workers through a career ladder, and positively impact the revenues of businesses by increasing their productivity.

### Who Can Participate?

- All companies in business in Utah for over one year who are in full compliance with the Utah unemployment laws.
- Businesses that have a long-range commitment to employee training
- Businesses with defined advancement opportunities for their employees
- Financially viable businesses
- Businesses willing to provide a 50 percent match of the training costs

### How to Apply

Each year, the DWS and the State Workforce Investment Board will determine the funding level for the IWTP. Funding varies year to year depending on many factors. Once it is determined funding is available, notification to employers occurs by posting an announcement on the DWS web site, [jobs.utah.gov](http://jobs.utah.gov) and sending an announcement via email to all employers registered with the department.

### What is the Business's Responsibility?

- Review the criteria provided in the announcement (criteria may vary with each funding opportunity)
- Prepare your proposal and submit by deadline
- Provide all required information
- If awarded funds, provide quarterly reports that identify the expenditures, company match, training activities, employees trained, certificate/credentials awarded, etc.

### Questions?

If you have additional questions, please contact: Connie Laws at 801-526-9955 or [claws@utah.gov](mailto:claws@utah.gov); or Gary Kennison at 435-764-2968 or [gwkenison@utah.gov](mailto:gwkenison@utah.gov)

### Now Online!

## Employer 101 – Labor Law Basic Training

**One-stop resource promotes voluntary compliance with federal and state labor laws**

The Department of Workforce Services (DWS), the U.S. Department of Labor's Wage and Hour Division and the Utah Labor Commission have joined forces to launch a one-stop online resource for Utah employers on federal and state employment laws: Employer 101 Labor Law Basic Training.

This training offers convenience to all Utah employers throughout the state. Employers can review the information at any time from

the comfort of their own offices. Topics include the Fair Labor Standards Act, anti-discrimination and harassment, and Utah's wage and hour laws.

The Resource Connection page will assist employers with helpful information relating to everything from Anti-discrimination to Youth employment laws. Visit [jobs.utah.gov/edo/laborlaw](http://jobs.utah.gov/edo/laborlaw) for a site designed exclusively for our Utah employers.

## Events/Seminars

### ADA continued

- How to have effective discussions with employees about their accommodation needs and how to set clear expectations regarding performance standards.
- How to determine when accommodations become "unreasonable."
- How to help managers avoid common negative attitudes and blunders when dealing with disabled employees.
- Dealing with special situations, such as:
  - You suspect an employee has a mental health issue that is impacting her ability to work, but the employee has not disclosed the issue to you.
  - You are about to terminate a poorly performing employee when he suddenly informs you that he is disabled.
  - A disabled employee exhausts her FMLA rights. Are you required to give her more time off under the ADA?

**Presenter: Jonathan K. Driggs**, attorney at law, has over 14 years of experience focused exclusively on employment law. He has represented, advised, and presented legal seminars to employers of almost every size and industry type.

**RSVP:** by August 10, 2007 to Cory Olson at (801) 776-7820 or e-mail [coryolson@utah.gov](mailto:coryolson@utah.gov). Cost is \$10.00 per person; includes breakfast and all presentation materials.

## Regional Council Meetings

### Wasatch North Region Dates

August	August 8
Council of Councils	October 11 & 12

### Bear River Region Dates

August	August 15
Council of Councils	October 11 & 12



# County News

## Davis County

The economy in the county is surging. Unemployment is very low at 2.5 percent (March) and job growth is increasing at 4.4 percent (December 2006). Davis County is at full employment. Job growth of 4.4 percent means 4,275 new jobs between December of 2005 and 2006. About 700 of these were in construction, with another 325 in manufacturing. Business services grew by 13 percent or 1,270 new positions. Even with all this activity, building in the first quarter of 2007 was off by half, both in new dwelling permits and total valuation of construction. Construction is starting to slow down. Spending by consumers was, on the other hand, up by 16 percent during third quarter of 2006. Davis County is thriving, but some indicators, like construction, point to a slowing pace of growth.

## Morgan County

Unemployment in the county continues to be very low. In March that rate was 2.4 percent. Morgan County's unemployment rate has been below 3.0 percent for the last six months. Job growth was relatively strong at 4.4 percent, with some 75 new jobs by the end of December 2006. Construction, trade, and healthcare were the primary growth sectors. During first quarter 2007, construction activity was off by 28 percent in total valuation, and off one-third in new dwelling permits. Retail spending in the county grew by about 4 percent during the third quarter of 2006. Low unemployment and job growth are indicators of a healthy economy.

## Weber County

Unemployment has dropped from 3.1 percent to 2.5 percent. Job growth in December 2006 has perked up to 3.1 percent over last year, or about 2,850 new jobs. Construction added 1,220 jobs and manufacturing increased by over 400. Nearly 800 new positions occurred in healthcare. Construction activity did not grow in total valuation, and new dwelling permits were off 60 percent, possibly because of the lack of workers during the first quarter. Spending was up by 11 percent during the third quarter. Weber County is doing well.

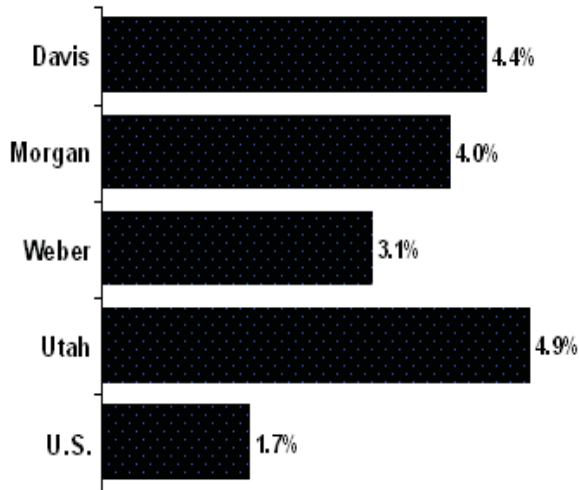
## What's Up?

- ✧ A private commercial project at Hill Air Force Base is starting to take shape, with companies lining up to get a shot at being the exclusive developer on 550 acres within the base. About ten developers met with officials from the U.S. Air Force in downtown Ogden to discuss leasing options on the planned development along the western border of the base.  
- *Standard Examiner*
- ✧ Entrepreneurs may soon have a place to launch their businesses in Morgan County, thanks to the influence of the Davis Applied Technology College. "Morgan has great potential," said DATC Campus President. "Morgan is in our assigned service area, and we haven't done enough up here." Mainly, however, Morgan officials hope the center will bring much-needed economic development to Morgan County.  
- *Standard Examiner*
- ✧ If the results of an economic study are any indication, Weber State University is not likely to sell land to developer Chris Peterson for an upscale subdivision and gondola on a large piece of hillside property he wants above the Ogden campus.  
- *Standard Examiner*

**Wasatch Front North: Davis, Morgan, Weber**

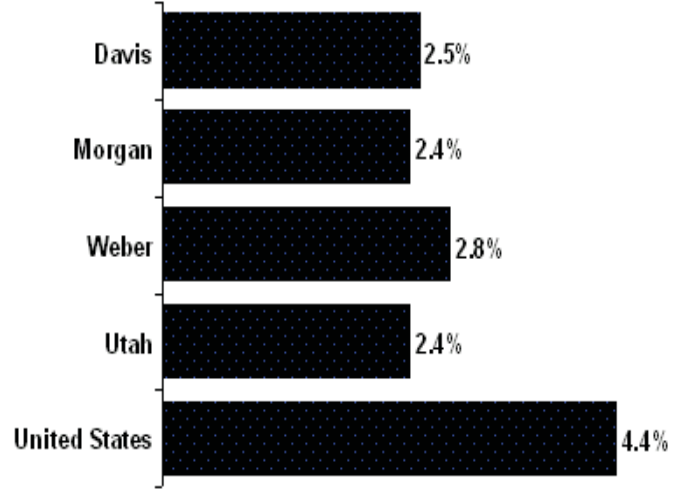
**jobs.utah.gov**

**Change in Wasatch Front North Non-farm Jobs December 2005 to December 2006**



Source: Utah Dept. of Workforce Services; U.S. Bureau of Labor Statistics.

**Seasonally Adjusted Unemployment Rate Wasatch Front North March 2007**



Source: Utah Dept. of Workforce Services; U.S. Bureau of Labor Statistics.

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